



On the Green—A publication for Gallaudet faculty, teachers, and staff  
Gallaudet University • 800 Florida Avenue NE, Washington, DC 20002-3695

February 18, 1998  
Vol. 28, No. 17



#### DPN 10 celebration highlights—what's happening this week!

19 Truth Be Told Panel: "Multicultural Roles in the DPN Revolution," 12-1:30 p.m.; "Ole Jim"

## Board of Trustees updated on progress of Capital Campaign

The early progress that has been made in Gallaudet's Capital Campaign was praised by both Gallaudet President I. King Jordan and Board of Trustees Chair Glenn Anderson at the February 6 meeting of the Board of Trustees.

Plans for the campaign, a long-term fund-raising effort that involves the entire Gallaudet community and its constituents, was approved by the Board at its May meeting. The campaign is in its first phase, the unpublished "Quiet Phase" led by Dr. Jordan and the Office of Development, in which \$5.8 million has been raised.

According to Dr. Anderson, every member of the Board of Trustees is supporting the campaign through their gifts and advocacy efforts.

The Quiet Phase also includes a widespread effort that will involve more people on campus. Through a series of college-level and department-level meetings, important projects at Gallaudet that need financial assistance and that would be attractive to donors

are being identified.

(See related story, this page.)

#### Doctor of Audiology program approved

The Board of Trustees unanimously passed a motion to establish a new Doctor of Audiology (Au.D.), a clinical doctorate program within Gallaudet's Graduate School. The four-year, 125 credit hour program will begin operating this fall and will phase out the master's degree program.

In a presentation to the Committee on Academic Affairs the day before, Dr. Patrick Cox, dean of the School of Communication, explained that although the M.A. program has garnered national recognition, the audiology field has expanded to the point that a doctoral program is necessary to prepare Gallaudet graduates for a highly competitive job market.

In fact, by the year 2007, the Au.D. degree will become the entry level requirement for receipt of the Certificate of Clinical Competence

continued on page 4

#### What's in a campaign?

By Catherine Dehoney  
We all know about political campaigns, advertising campaigns, public relations campaigns, and even campaigns led by generals in famous wars. There is another campaign underway at Gallaudet and it has elements of all of the above.

Beginning last year, Gallaudet launched a Capital Campaign, a major fund-raising initiative that will help ensure that private support (donated dollars and gifts in kind) for the University will be a significant and sustainable resource for the future. With the leveling off of the federal appropriation, funding for enhancements and new programs must come from other sources.

As witnessed by the Gallaudet University Kellogg Conference Center, the new playground at KDES, and hundreds of student scholarships that are awarded annually, private giving can be an important resource that gives the University the "edge" it needs to remain on the forefront of higher education. A Capital Campaign is an organized, intense effort to significantly increase the amount of

private support and the number of donors by seeking support for a well-defined set of immediate and urgent needs.

As a result of this concentrated effort, Gallaudet expects to reach a new level of both private contributions and alumni involvement. Vice President for Institutional Advancement Peg Hall explains, "This campaign has two equally important goals: We want to raise \$25-30 million over the next three years and we want to increase the number of individuals who are giving to the University at any level of gift. We will do this by carefully communicating to our constituents Gallaudet's vision and accomplishments and the real need for their support."

"The Capital Campaign has a 'Quiet Phase' and an 'Active Phase,'" Dr. Hall explained. "Right now, we are in the Quiet Phase, but that doesn't mean it's a secret! It means we are planning and organizing the campaign, as well as working with a small group of potential major donors—donors who could give in the six or seven figure range. We have raised \$5.8 million toward the campaign so far. Once we have raised about 50 percent of

continued on page 4

## IT'S A RAP!

Action-Results-Assessment-Planning

By Katherine DeLorenzo

#### Action\*Results\*

#### Assessment\*Planning

(A-RAP) is a unique planning process that Gallaudet is following to achieve three strategic objectives: I. Gallaudet students achieve their academic goals and attain productive employment. II. Gallaudet sets the national standard for best practices in education for deaf and hard of hearing people. III. Gallaudet establishes a sustainable resource base.

Beginning with this issue and continuing through the spring semester, On the Green will publish regular updates on the progress of the A-RAP teams through interviews with each team leader.

Carl Pramuk, director of Student Affairs, is team leader for Strategic Objective Group One. Other Team One members include: James Kirkridge, Dr. Benjamin Bahan, Dirksen Bauman, Brenda Bishop, Dr. Marquessa Brown, Dr. Kenneth Epstein, Marilyn Farmer, Rich Pelletier, Mary Anne Pugin, and Janet Weinstock.

OTG: What has your team achieved since strategic planning began?

**Pramuk:** So far, we've finished strategic supporting objectives (SSO) 1.4 ("Curriculum and Co-curricular activities prepare students to meet the skill requirements of the workplace and/or continue their studies"); 1.5 ("Research supports student achievement and program excellence"); 1.6 ("Sign communication ability of teachers, faculty, and staff meets educational needs of Gallaudet students"); and 1.9 ("Research supports student achievement and program excellence"). After we completed the first SSO to get a sense of what it was going to be like, we split into working groups

for the remaining objectives.

Two or even three more SSOs will be finished by mid to late February and the remaining objectives should be completed by April. We are at the near completion stage, where it is now being revised based on feedback we have received.

OTG: Why is this study useful for the University?

**Pramuk:** It helps determine where we are and where we should be going in relation to each strategic supporting objective. Working on this firsthand has confirmed that we need to do more assessment of our programs and services, and that we need to tie this into our

goals and outcomes. A-RAP is an excellent process that provides baseline data, identifies best practices, and helps point to critical issues or problems that must be resolved successfully if we are to achieve our goals.

OTG: Why do you feel it is beneficial to look for ways to improve the way Gallaudet operates?

**Pramuk:** There's more external pressure on us to be accountable for the performance of our students. We need to find out, first, what is the University contributing to student learning? Second, what does—and what *should*—students

get out of their college education? This helps us decide what more to do, as well as find out how well we're doing it!

OTG: Can you give us a "working example" of how a particular objective can benefit the University?

**Pramuk:** Okay, for example, SSO 1.5 can help assess the impact of our diversity initiatives. We have this and that program, but do we have any way of measuring students' appreciation or understanding of diversity? We need to develop baseline data to help determine whether our programs

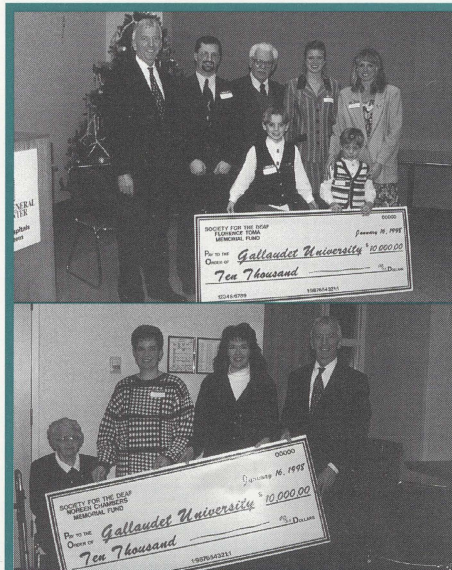
and services are effective and make the necessary modifications.

OTG: Any final comments?

**Pramuk:** A-RAP is designed to assist the University and its departments by providing a wealth of information that can help them utilize their resources, assess their outcomes, and help identify different areas or critical issues that must be addressed if we are going to succeed. I encourage the community to have an open mind about this new process that will eventually be the standard of how we do our business. G

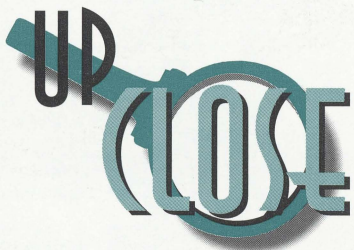


Carl Pramuk



President Jordan is shown with family members of Florence Toma (top) and Noreen Chambers (bottom) at a January 16 event hosted by the Cleveland Society for the Deaf where the establishment of two scholarships at Gallaudet in memory of Toma and Chambers were announced.





By Mike Kaika



Dr. Catherine Kalbacher

## Dr. Catherine Kalbacher—English professor and TV producer

A professor in the English Department since 1979, Dr. Catherine Kalbacher has long been fascinated by how the mind processes language, especially in prelingually deaf people. According to recent newspaper articles, researchers have identified a visual part of the brain that processes language in deaf people who grew up using sign language.

Cathy spent her early childhood with her deaf grandparents and learned sign language at a very early age. "My grandfather was Phillip Hasentab (1885) who was captain of the first Gallaudet football team," said Cathy. Her grandmother, Georgia Elliott, was a member of the first class of women admitted to Gallaudet in 1887.

Cathy has been teaching English for nearly 30 years. She taught at the University of Michigan, Eastern Michigan University, and later at a community college in suburban Chicago

where she set up support services for deaf students who attend the college.

After three years at the community college, Cathy suggested to the school nurse who was director

of the unit that she relinquish her position to a deaf man who had a master's degree and who Cathy felt was extremely qualified. "The nurse 'director' didn't like that suggestion at all," said Cathy, "and, soon after, my contract was not renewed."

**"I am interested in how native signers—deaf students who grew up in deaf families, or deaf students who started signing at a very early age—learn English."**

—Dr. Catherine Kalbacher,  
professor in the English Department

"I was really lucky that my husband was transferred to teaching English to deaf students in ASL. Two years later they produced the first series, which focused on grammar—prepositions, adjectives, nouns, and verbs. "I am interested in how native signers—deaf students who grew up in deaf families, or deaf students who started signing at a very early age—learn English," she said.


dean of the College of Arts and Sciences. He was one of the 18. "At the time, I didn't realize just how much hard work would be required of me during the application and interview processes," recalled Jordan. "But I knew that if I was going to stay on the list of candidates, I would have to do very well in the interviews. So, I gathered a group of family and friends, called them the 'J-Team,' and they put me through rigorous training in preparation for the interview sessions."

The hard work paid off. Jordan made the next cut, which shrank the applicant pool to six. Each of these candidates went through additional grueling interviews with eight different representative campus groups. When the dust settled, a final cut was made producing a short list of three: two deaf candidates and one who was hearing. Now it was up to the Board of Trustees to decide which of the three would get Gallaudet's top job.

"After that interview, I was sure I had the job," said Jordan. "I went home that night and told

Linda that I had done really well in all the interviews, and felt confident that I would be Gallaudet's next president."

As everyone knows, Jordan was not selected, and the short fuse leading to DPN was ignited.

[Next week: *Deafness vs. Administrative know-how: the Board's 'Agony and Ecstasy'*] 

FOR RENT: Basement apt. in Cheverly, Md., separate entrance, deck, partially furnished, avail. immediately, \$450/mo. incl. util. Call Paul Singleton, weekdays (703) 681-3978 (TTY); nights and weekends, (301) 773-9034 (TTY); or e-mail paul.singleton@ha.osd.mil.

ON THE GREEN

Kendall Green  
Gallaudet University  
800 Florida Avenue, NE  
Washington, DC 20002-3695  
Published weekly for the staff and faculty of Gallaudet University by the Office of Public Relations.



Editor  
Todd Byrd  
Photo Editor  
Sherry Duhon  
Staff Writer  
Katherine DeLorenzo  
Photography  
Chun Louie  
Design/Production  
Publications and Production

Gallaudet University is an equal opportunity employer/educational institution and does not discriminate on the basis of race, color, sex, national origin, religion, age, hearing status, disability, covered veteran status, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, source of income, place of business or residence, pregnancy, childbirth, or any other unlawful basis.

98-191M

## Fireside chat evokes smiles, tears, and wonder

(First in a two-part series)

By Mercy Coogan

Looking every bit like someone's living room, complete with a fireplace and a flickering "fire," "Ole Jim" was the site of a February 4 Fireside Chat: DPN Behind the Scenes, Part I.

President I. King Jordan and Board of Trustees members

the DPN protest in March 1988.

Some of the most poignant remarks were those that described how each of the three came to the realization that deafness, not administrative acumen, should be the primary consideration in deciding who would be the seventh president of the University.

"From the beginning, I thought it was my mission in life to find the best person for the job," said Bravin, who chaired the presidential search committee. "As chair, I believed this could only happen if I remained completely neutral throughout the process."

Glass explained that up until the search committee's first meeting, "the concept of 'let's find a deaf person' was a phrase that simply was not in anyone's vocabulary."

But that soon changed and "knowledge of deafness and sign language" were incorporated into the job description. Overall, the committee received 87 applications. The first cut narrowed the field to 25; the second to 18. One of the early applicants for the position was Dr. Jordan, then

Dr. Laurel Glass and Philip Bravin regaled the audience of 150 or so students, faculty, staff, alumni, and friends with stories about their experiences in the months, weeks, and days leading up to



President Jordan addresses an enthralled crowd in "Ole Jim" at the February 4 "Fireside Chat," a DPN 10 activity. Sharing the stage with Dr. Jordan are Board of Trustees members Philip Bravin and Dr. Laurel Glass.



## Deaf Entertainment TV—February 18-24

Gallaudet Cable TV Channel 21

| Wednesday   | Thursday                                   | Friday                                    | Saturday   | Sunday   | Monday   | Tuesday  |
|---|--|---|--|--|--|--|
| 18  | 19   | 20  | 21   | 22   | 23   | 24   |
| 9 p.m.<br>Deaf Drive-In:<br><i>And Your Name is Jonah</i> | 6 a.m. - 1 a.m.<br>"What's Up, Gallaudet?" | 6 a.m. - 1 a.m.<br>"What's Up, Gallaudet" | 1 p.m. - 9 p.m.<br>Deaf Drive-In:<br><i>Universal Language</i> | 9 p.m.<br>Sign Language<br>Plays: <i>Heidi</i> | 6 a.m. - 1 p.m.<br>"What's Up, Gallaudet?"<br>rerun<br>9 p.m.<br>Deaf Comedians and Storytellers "The Father, The Son, and The Donkey" | 6 a.m. - 1 p.m.<br>"What's Up, Gallaudet?" rerun<br>9 p.m.<br>"Deaf Mosaic"<br>9:30 p.m.<br>Deaf Documentaries: <i>Juliana</i> |

DET is brought to you by the Office of Public Relations, Gallaudet University Library, and Gallaudet Cable TV. It is produced especially for the Gallaudet community and can be found on Channel 21 on Gallaudet's cable TV system. If you have ideas or comments on shows that you've seen or would like to see, let us know. Contact us via e-mail at GUNews or by phone at X5505.



## Stu • dent • sau • rus

(stoo • dant • soar • us) n. 1. a special breed of inquisitive men and women who Gallaudet recruits, retains, and educates. 2. pizza-eaters.

### What is diversity anyway?

By Roz Prickett

For some it's a black and white issue, but, in actuality, it's much more than that.

Celebrating multiculturalism and diversity means celebrating all the things that make each person unique— race, religion, nationality, gender, sexual orientation, and at Gallaudet, the differences in language modality and hearing status.

At the Board of Trustees' Committee on Student Affairs meeting on February 5, presentations were made on diversity initiatives undertaken by various constituencies on campus, followed by a lively student panel.

Due to a higher drop-out rate among African-American and Hispanic students, Gallaudet is taking a particularly serious look at retention of these students. And both the students on the panel and the faculty and professional staff conveyed the message that students are happier and feel more comfortable when they have someone to talk to who shares their background or understands their experiences.

It is Gallaudet's responsibility to provide ways for this to happen. Statistics show that while the percentage of minority students at Gallaudet last fall was 22 percent, the number of minority faculty was only 8 percent. College of Arts and Sciences Dean Jane Dillehay reported that an Affirmative Action Task Force has met to work on ways to recruit and retain more

deaf and minority faculty and professional staff.

Coordinator of Multicultural Student Programs KP Perkins said that her unit's mission of "Unity Through Diversity" means providing "cultural activities that educate students about the world around them and promote unity through an appreciation of diversity." Her office is working to fulfill its mission through multicultural student assistants; Project Potencia, a new Latino Leadership program; the National Coalition Building Institute (NCBI); visiting speakers; the Multicultural Mentoring Project; "Face To Face," a dramatic presentation that focuses on issues of diversity; and co-sponsoring leadership programs with student organizations.

Psychology Professor Robert Williams reported that the Council on Undergraduate Education's Subcommittee on the Diversity Requirement has decided to require that all students take six hours of diversity-intensive courses, one focusing on American cultures and the other on global cultures. Dr. Williams said that, to date, several departments, including Business Administration, Communication Arts, History and Government, Philosophy and Religion, Social Work, and English, have submitted courses they feel meet the diversity requirement.

Through a recent grant, Eileen Matthews, assistant professor in the English Department and special assistant to the VPAA, has begun

the Forging Connections Project. This project's goal is to give both undergraduate and graduate students a curriculum that is challenging and diversity-focused, opportunities to experience diversity firsthand, and that imparts a sense of community. Some major activities the Project will undertake are Diversity Dialogues, times when students can talk to one another about race and other sensitive issues like language modality; opportunities to volunteer in the outside community; forums to talk about other forms of diversity within the deaf community; and training for faculty to increase their knowledge and skills in areas related to diversity.

Dr. Janice Mitchell, a professor in the Department of Foreign Languages and Literatures and a member of the Diversity Council, also spoke about what her group is doing. In addition to creating a mission statement, the Diversity Council is planning a multicultural retreat, a Diversity Council library, and a campus audit, assessing individuals' ideas about diversity. The Council will begin an awards program, competitions, and a guest speaker series.

The latter part of the meeting included a student panel, comprised of four presidents of diversity-related student organizations. The students participating were Luis Aguilar, president of the Hispanic Student Organization; Ayuk Ogork, president of the Black Deaf Student Union; Annemieke Van Kampen, president of the International Student Club; and Susan Chin, presi-

dent of the Asian-Pacific Association.

Aguilar mentioned that Hispanic students have a hard time finding role models and a peer group. He said many Hispanic students are concerned about the cost of education and are seeking more financial aid and scholarship opportunities.

Ogork said that many black students leave Gallaudet because they don't feel their needs are being met. Later, he said that prior to participating on the panel, he hadn't been aware of some of the initiatives that Gallaudet has begun to address the concerns of black and minority students.

Van Kampen said it is important for students from other countries to have role models. Some come to America and face overwhelming feelings of isolation and homesickness, she said. She also spoke about the importance of students learning about each other's cultures. She told a story about how she was approached once by an American student who asked if he could join the International Student Club. "Sure," she told him, "the International Club means 'international,' not 'foreign.'"

Chin also brought up a point about the importance of American students being exposed to other cultures and learning to accept cultural differences. She used an example of a Malaysian student who greeted her professor on the first day of class, only to suffer rebukes from her fellow classmates who said, "Why are you doing that? We don't do that here."

After the panel, Vice President for Academic Affairs Roslyn Rosen stated that Gallaudet is concerned about financial support for international, black, and Hispanic deaf students and is working on ways to increase that support. **G**



## Diversity • Diversity • Diversity

## PCNMP HAPPENINGS

### KDES students explore the science of ice and snow

By Susan M. Flanigan

As part of their study of world cultures, Kendall Demonstration Elementary School (KDES) grades 6, 7, and 8 hitched up the dog sleds and headed for the far regions of the Arctic and Antarctica.

From their home base at Kendall, the students set out to gather the facts about the science of snow and ice and the life of the polar world. At the culmination of their research, the students and teachers presented "Arctic and Antarctica Exposition" on January 30. The teams transformed the main hall of the school into an open learning lab of experiments and challenging guessing games for their fellow students and visitors.

To prepare for a study of the Arctic and Antarctica, the students and teachers used KWL (Know, Want to Know, and What We Have Learned). The students first determined what they knew about the polar regions. Then they began to

explore what they would like to know, and then they set up ways to find answers to their questions. "Students used a variety of research methods to find answers to their questions," said lead teacher Monika Barglow. "They read books at school and at home, searched the Web, and watched videos." For the Exposition the students focused on two areas: they created experiments using science and math; and they studied the lives of polar explorers and indigenous people in the Arctic.

"The focus on math and science in this study has been important," said teacher Molly Hullinger. "For example, the students are developing an important transition skill by learning about graphs—they will need to know how to interpret bar graphs for business or to understand economic reports in newspapers." At the Exposition, students used bar graphs to illustrate the difference in size between people,

polar bears, and penguins.

The students presented their projects at individual tables with posters listing questions and background information. They challenged their visitors to see how cold affects coordination; to find out why ice cubes and icebergs float; and decide if mittens or gloves keep hands warmer and why. One student conducted an experiment to test how cold affected coordination. The student asked the visitor to write his or her name on a piece of paper before and after dipping his or her hands in cold water, and then examined the writing samples to see if there was any difference. Usually, the quality of the handwriting decreased because when hands are cold the blood does not circulate as well and movement is restricted, the student explained.

In addition to the experiments, students researched the lives of polar explorers living at scientific stations in Antarctica, and the Lapp and Inuit peoples who make their homes in the Arctic. The students reported on how people adapt to living in extremely cold climates, and had a table where visitors could make their own snow goggles. Some students wrote about the vital role of dog sleds as trans-

portation, some focused on the behaviors and habitats of animals and marine life, and others examined weather patterns.

"One of the important things that has emerged from our students presenting their projects to an audience is they realize they need to take responsibility for the knowledge they present," said Barglow. "They see the need to present accurate information. If they don't know the answers to someone's questions, that makes them curious to find out and the learning process continues.

Now, it's on to Australia!" **G**



KDES Team 6, 7, 8 student Stacey Adams leads younger students in an experiment to test the effect of cold on coordination.



## WHAT'S HAPPENING... AND WHEN

(Note: for more information about University athletic events, call the Athletics Department at x5603; for MSSD athletic events, call x5361.)

**18-19** Asian-Pacific Association Bake Sale, all day, Ely Center

**18-22** "Turn A Page" book display features Dr. John Christiansen, professor in the Department of Sociology. The display is inside the Library's east entrance

**18** Black History Month: "Healthy Relationships," 6-8 p.m., Ely Center Multipurpose Room; Basketball at St. Mary's College, women at 6 p.m., men at 8 p.m.

**19** DPN 10: Truth Be Told Panel: "Multicultural Roles in the DPN Rev-

olution," 12-1:30 p.m.; "Ole Jim"

**20** Black History Month: Life with an American Hero: Remembering Andrew Foster, 3 p.m., Ely Center Auditorium; For students: deadline for submitting your spring EPOC/ internship application

**21** NetDay4, all day. Come help wire more KDES classrooms and offices. E-mail PLMACKALL if interested in volunteering.; Basketball vs. Catholic University, women at 2 p.m., men at 4 p.m., Field House

**23-25** Black Deaf Student Union Bake Sale, all day, Ely Center; "Turn a Page" book display features Dr. Stephen Fox, associate professor in

the English Department

**25** Black History Month: Book Signing with Dr. Barbara Hardaway, 3-5 p.m., Ely Center Atrium, and 7-9 p.m., Ely Center Multipurpose Room

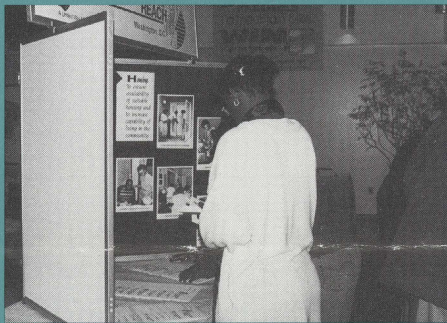
## Community Events

**24** Publick Playhouse: *Legends of Africa* performed by the Children's Theater Association, sign-interpreted performance at 10 a.m. and 12 p.m., 5445 Landover Road, Cheverly, Md., (301) 277-1710 (voice), (301) 277-0312 (TTY); The Shakespeare Theatre: *Peer Gynt* by Henrik Ibsen, sign-interpreted performance at 7:30 p.m., 450 7th Street, NW, (202) 638-3863 (TTY), (202) 393-2700 (voice)



A representative from the Washington Animal Rescue League holding a furry friend discusses volunteer opportunities at the recent Building Bridges Community Service Projects Fair.

Among the many organizations and projects featured at the Community Service Projects Fair were the Run for Excellence 5K, DeafReach, the Names/AIDS Project, the D.C. Rape Crisis Center, D.C. Central Kitchen, and the American Red Cross. Members of the Gallaudet community who are interested in participating in community service activities can contact Rosemary Wanis (11rwanis) at the Campus Activities Office.



## Board of Trustees addresses variety of topics

*continued from page 1*

in Audiology and for professional practice in the field.

What's more, said Cox, Gallaudet has a national and international reputation for its audiology graduates and for its training program, and the Au.D. will help the University maintain its role as a training leader.

With the new clinical doctorate, the audiology training program can double its enrollment—from 20 to 40 students—within three or four years, said Cox, and without adding personnel to the Audiology and Speech-Language Pathology Department.

## SCPI and Guidelines deadlines extended

The Board approved a request by Committee A (Faculty Welfare) of the University Faculty Senate to extend the deadline for the Sign Communication Proficiency Interview benchmarking efforts.

Last February, it was expected that the benchmarking could be completed by the end of 1997. However, the work was not completed and a request was made to extend the deadline until June 1.

On the recommendation of the Committee on Academic Affairs, the Board voted to move the deadline to December 1 of this year.

## New Board of Associates members

The addition of three new members to the Board of Associates was

approved by the trustees. Like the Board of Trustees, the BOA is a group of prominent leaders from across the nation who are strong advocates for the University.

Joining the board are Anthony Buzzelli, area managing partner for the Mid-Atlantic Region of Deloitte and Touche, LLP; David Ford, a vice president of Chase Manhattan Bank and president of the Chase Manhattan Foundation; and William Ferone, vice president and general manager of Customer Services for Amdahl Corporation.

## Endowment growth strong; deaf and hard of hearing workforce on the rise

The University realized excellent growth in its endowment during the 1997 fiscal year. Philip Bravin, chair of the Committee on Financial Affairs, reported that during FY '97, the endowment grew from \$65 million to \$86 million.

About \$8 million of the growth was due to contributions and the rest to market gain of 21 percent.

Bravin reported that data from the University's Personnel Office reveals that the percentage of regular status employees at Gallaudet who are deaf or hard of hearing has increased from 25 percent to 35 percent in the 10 years since DPN. Overall, the number of regular status positions at Gallaudet now stands at 1,182, a reduction of 22 percent since 1984. G



## ASK AUNT SOPHIE

Dear Aunt Sophie,

**What can I do about my supervisor? She is about to nag me to death. Every time I turn around she's on my case about meeting deadlines, getting to work on time, whether or not I'm working hard enough. You name it, she's going on about it. Can I sue her or something?**

Steaming Mad

Dear SM,

My good friend, the Baroness Edith Summerskill, once said that "Nagging is the repetition of unpalatable truths."

In other words, maybe your supervisor has to badger you from time to time because, alas, your on-the-job performance is not up to snuff—for whatever reason. If this is the case (and do be honest with yourself about this, SM), then why not just correct your professional behavior and get on with things?

This is not to deny the existence of Detail Nazis, mind you. They're out there all right. Such people (supervisors among them) are so obsessed with minutiae that they lose sight of the really important things in life. They are

definitely no fun to be around and make life a torment for the people who live and/or work with them.

However, Detail Nazis notwithstanding, most of us need occasional reminders to help us maintain our concentration. And it's been my experience, as both a giver and a receiver of such reminders, that they are much more effective when presented with style and grace.

For example, if you arrive late to work for the third day in a row, which of the following statements would make you want to try harder to avoid future tardiness: 1.) "I'm getting really sick of you being late so often. Straighten out or I'll fire you." OR 2.) "I've noticed you've been late several times this week. Is there anything wrong that I can help you with?"

Thus, let us strive to achieve good balance in our lives by behaving responsibly, choosing civility over rudeness—and, of course, maintaining a diet rich in fiber.

**If you have a burning question that you would like to ask Aunt Sophie, e-mail her at PUBLI-CREL. Be sure you say your question is for Aunt Sophie.**

## Capital Campaign update

*continued from page 1*

our goal, we will have a huge celebration for the campus community and kick off the Active Phase.

"In the Active Phase, there will be meetings and receptions all around the country to involve as many of our alumni, parents, friends, and students as possible," Hall said. "We hope to complete the campaign in 2001."

All the money raised will be used to support four general areas: scholarships, programs that support the University's strategic objectives, faculty activities related to teaching and learning (like positions, scholarships, creative applications of technology), and a new building that will feature the latest in technologies to support interactive, visual learning. President I. King Jordan stresses, "We want to emphasize technology in this campaign—Gallaudet has much to offer the world in terms of applications of technology to improve learning,

and this campaign will give us ways to enhance our resources in this area and also to showcase our accomplishments."

During this semester, Hall and Catherine Dehoney, Capital Campaign Coordinator in the Office of Development, will be working closely with deans and directors on campus to identify specific program priorities that will be highlighted in the campaign materials and communications.

Upcoming activities also include a series of focus groups with campus leaders, alumni, and friends to talk about the campaign and to solicit their feedback on some of the communication strategies that are planned. In addition, the University has planned a special reception for major donors to the University at the DPN 10 Gala on March 7. From time to time, *On the Green* will provide updates on this exciting process. Stay tuned!

While his colleagues discuss black ties and cummerbunds, a member of the campus community gets fitted for his tuxedo for the March 7 DPN 10 Gala at the Grand Hyatt Hotel at a recent tuxedo rental booth in Ely Center provided by Royal Formal Wear. The next tuxedo rental opportunities will be on February 24 and 26 and on March 3, noon-6 p.m., in Ely Center.

